

**COMMISSION FOR ACCESS, DIVERSITY,
EQUITY & INCLUSION (CADEI)
MINUTES**



MEDFORD
OREGON

cityofmedford.org

March 15, 2022

5:00 P.M. – 6:00 P.M.

Virtual via Microsoft Teams

The regular meeting of the Commission for Access, Diversity, Equity and Inclusion (CADEI) was called to order at 5:04 p.m. via Microsoft Teams webinar on the date above with the following members and staff present:

10. Roll Call

Present: Marta Tarantsey, Commission Chair, Rose Velasquez, Vice Chair (5:06 p.m.) and Commissioners Richard Beall, Hima Patel and Vance Beach (5:08p.m.).

Also present: Bonnie Barasch, HR Director, Tricia Hahn, Senior Assistant City Attorney, and Valerie Goodwin, Human Resources Specialist.

Absent: Commissioners Rosemary Jernigan and Debra Lee.

Guests: Tanya Settles and Matthew Jones ADEI Consultants of The Kaleidoscope Group.

20. Approval of Minutes from February 15, 2022

Commission Chair Tarantsey presented the February 15th minutes, and hearing no corrections or opposing comments; adopted the minutes as submitted. 5:09p.m.

30. Public Comments

None

40. Continued Commission Business

40.1 Alba Room Public Art Project Exploration Follow-up

No immediate update to report

40.2 City Proclamations for the Month

Veterans Suicide Awareness Month: March 29, 2022.

40.3 Original Proclamations Documents

Commissioner Velasquez to display MLK City Proclamation at place of business, Legal Services. Commissioner Beach to display Black History Month City Proclamation at place of business BASE (Black Alliance Social Empowerment).

50. Agenda Items

50.1 City DEI Action Plan project update and Kaleidoscope group introduction

Tanya Settles and Matthew Jones ADEI Consultants of The Kaleidoscope Group introduced themselves to the Commission. The Kaleidoscope Group are a DEI focus group based out of Chicago, Illinois. Group consists of 55 consultants primarily located in the United States but also has a global practice. Group's primary focus areas for City of Medford are:

- Community Development block grant CDBG funds, to look specifically at progress toward addressing challenges and support for the unhoused population in Medford.
- Review COVID response through federal funding and specifically how those COVID funds are used toward the diverse population.
- Addressing housing in general.
- Human Resource policies and procedures to see how those align.
- Offer support to the City where group finds opportunities to create a workforce and a place that is not only diverse but also inclusive; where people have a sense of belonging.

Consultants expect to have draft report by end of week and a complete draft to present to City Council April 7th. CADEI Commissioners given opportunity to address concerns some of which include:

- Economic inequities – to include housing, economic and social opportunities
- Access to housing and childcare
- Building inclusion for black residents in following areas:
 - Educationally
 - Economically
 - Socially
 - Political Representation

Commissioners given Tanya Settle's contact information to speak with Consultant one on one if desired. Kaleidoscope Consultants left meeting at 5:43p.m.

50.2 Meeting in Person

Committee discussed option to meet in person and it was agreed that the April 19th meeting will be held virtually and the May 17th meeting will be held in person. Meeting to be held in the Human Resource Innovation Center.

50.3 Talking Points Discussion for 3/17 City Council CADEI Members Update

Chair Tarantsey, Vice Chair Velasquez and Commissioners Beach and Beall confirmed attendance to attend March 17th City Council meeting. CADEI to provide brief introduction and update to Council.

60. Commissioner Reports/Round Table

Commissioner Beall updated the group that Rogue Credit Union has filled their DE&I Coordinator position with Daniel Wu.

Beall noted new contact Anna Allen, Equity & Inclusion Director, City of Bend.

Commissioner Beach briefed Commissioners on BASE developing opportunities webpage. Medford has 725 black residents and the page will help attract people and bring more diversity and inclusion to the area. Opportunities webpage has enabled connections with multiple HR departments. Goal is to have page ready by Juneteenth and once complete Beach will notify Bonnie for City to access.

Chair Update

No immediate update to report

City Update

No immediate update to report

70. Adjournment

The meeting was adjourned at 6:04 pm

Next scheduled meeting: April 19, 2022.

Medford 2040 Community Vision Draft Action Plan

[Medford2040 DraftActionPlan.pdf \(cdn-website.com\)](#)

City Proclamations

<https://www.medfordoregon.gov/Government/Proclamations-2021>